UNITED STATES PATENT AND TRADEMARK OFFICE

APPLICATION NO.	FILING DATE	FIRST NAMED INVENTOR	ATTORNEY DOCKET NO.	CONFIRMATION NO.
09/641,866	08/18/2000	Charles E. Bernasconi	P/3639-21	7547

7590 11/18/2003	EXAMINER
GRAYBEAL, JACKSON, HALEY, LLP	BLECK, CAROLYN M
155 108TH AVENUE N.E.	

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3626	

SUITE 350
BELLEVUE, WA 98004

DATE MAILED: 11/18/2003

Please find below and/or attached an Office communication concerning this application or proceeding.

PTO-90C (Rev. 10/03)

-- Th MAILING DATE of this communication app ars on the cover sh t with the correspondence address --

Period for Reply

A SHORTENED STATUTORY PERIOD FOR REPLY IS SET TO EXPIRE _3_ MONTH(S) FROM THE MAILING DATE OF THIS COMMUNICATION.

- Extensions of time may be available under the provisions of 37 CFR 1.136(a). In no event, however, may a reply be timely filed after SIX (6) MONTHS from the mailing date of this communication.
- If the period for reply specified above is less than thirty (30) days, a reply within the statutory minimum of thirty (30) days will be considered timely.
- If NO period for reply is specified above, the maximum statutory period will apply and will expire SIX (6) MONTHS from the mailing date of this communication.
- Failure to reply within the set or extended period for reply will, by statute, cause the application to become ABANDONED (35 U.S.C. § 133).
- Any reply received by the Office later than three months after the mailing date of this communication, even if timely filed, may reduce any earned patent term adjustment. See 37 CFR 1.704(b).

Status

1) ☒ Responsive to communication(s) filed on _29 September 2003_ .

2a) ☐ This action is **FINAL**. 2b) ☒ This action is non-final.

3) ☐ Since this application is in condition for allowance except for formal matters, prosecution as to the merits is closed in accordance with the practice under *Ex parte Quayle*, 1935 C.D. 11, 453 O.G. 213.

Disposition of Claims

4) ☒ Claim(s) _17,18,23-28,30-32,36,37,41-44,48-51,58 and 59_ is/are pending in the application.

    4a) Of the above claim(s) _____ is/are withdrawn from consideration.

5) ☐ Claim(s) _____ is/are allowed.

6) ☒ Claim(s) _17,18,23-28,30-32,36,37,41-44,48-51,58 and 59_ is/are rejected.

7) ☐ Claim(s) _____ is/are objected to.

8) ☐ Claim(s) _____ are subject to restriction and/or election requirement.

Application Papers

9) ☐ The specification is objected to by the Examiner.

10) ☐ The drawing(s) filed on _____ is/are: a)☐ accepted or b)☐ objected to by the Examiner.

    Applicant may not request that any objection to the drawing(s) be held in abeyance. See 37 CFR 1.85(a).

11) ☐ The proposed drawing correction filed on _____ is: a)☐ approved b)☐ disapproved by the Examiner.

    If approved, corrected drawings are required in reply to this Office action.

12) ☐ The oath or declaration is objected to by the Examiner.

Priority under 35 U.S.C. §§ 119 and 120

13) ☐ Acknowledgment is made of a claim for foreign priority under 35 U.S.C. § 119(a)-(d) or (f).

    a)☐ All b)☐ Some * c)☐ None of:

        1.☐ Certified copies of the priority documents have been received.

        2.☐ Certified copies of the priority documents have been received in Application No. _____ .

        3.☐ Copies of the certified copies of the priority documents have been received in this National Stage application from the International Bureau (PCT Rule 17.2(a)).

    * See the attached detailed Office action for a list of the certified copies not received.

14) ☒ Acknowledgment is made of a claim for domestic priority under 35 U.S.C. § 119(e) (to a provisional application).

    a) ☐ The translation of the foreign language provisional application has been received.

15) ☐ Acknowledgment is made of a claim for domestic priority under 35 U.S.C. §§ 120 and/or 121.

Attachment(s)

1) ☒ Notice of References Cited (PTO-892)
2) ☐ Notice of Draftsperson's Patent Drawing Review (PTO-948)
3) ☐ Information Disclosure Statement(s) (PTO-1449) Paper No(s) _____ .

4) ☐ Interview Summary (PTO-413) Paper No(s). _____ .
5) ☐ Notice of Informal Patent Application (PTO-152)
6) ☐ Other: .

DETAILED ACTION

Notice to Applicant

1.   This communication is in response to the RCE filed 29 September 2003. Claims

17-18, 23-28, 30-32, 36-37, 41-44, 48-51, and 58-59 are pending. Claims 19-22, 29,

33-35, 38-40, 45-47, and 52-57 have been cancelled. Claims 17, 26, 36-37, 44, 51, and

58-59 have been amended.

Claim Rejections - 35 USC § 112

2.   The following is a quotation of the second paragraph of 35 U.S.C. 112:

> The specification shall conclude with one or more claims particularly pointing out and distinctly
> claiming the subject matter which the applicant regards as his invention.

3.   Claims 37, 41-43, 44, and 48-50 are rejected under 35 U.S.C. 112, second

paragraph, as being indefinite for failing to particularly point out and distinctly claim the

subject matter which applicant regards as the invention.

(A) Claims 37 and 44 have been amended to recite the feature of "a database of

employees, the database having a web page associated with each of the employees,

each web page made available to client computers via web browser programs

accessible when a proper logon code associated with the employee is entered at the

client computer". However, it is unclear as to how a database is capable of having a

web page. Typically, a database would be associated with a web page for displaying

information from the database. The Applicant is requested to clarify this issue within the

pending claims.

(B) Dependent claims 41-43 and 48-50 incorporate the deficiencies of independent

claims 37 and 44, and are therefore also rejected.

Claim Rejections - 35 USC § 103

4.   The following is a quotation of 35 U.S.C. 103(a) which forms the basis for all

obviousness rejections set forth in this Office action:

> (a) A patent may not be obtained though the invention is not identically disclosed or described as set forth in section 102 of this title, if the differences between the subject matter sought to be patented and the prior art are such that the subject matter as a whole would have been obvious at the time the invention was made to a person having ordinary skill in the art to which said subject matter pertains. Patentability shall not be negatived by the manner in which the invention was made.

5.   Claims 17-18, 23-28, 32, 37, 42, 44, 49, 51, and 58-59 are rejected under 35

U.S.C. 103(a) as being unpatentable over Bukow (6,567,784) in view of Mitsuoka et al.

(6,446,914).

(A) As per claim 17, Bukow discloses a method of matching projects and workers using

a database in communication with a matching system and allowing a worker to view

matched projects (Abstract, Figures 3-5, col. 5 lines 45-54, col. 7 line 55 to col. 8 line

37) comprising:

        (a) providing a database of workers, the database having information about

quantitative characteristics of the worker, wherein the characteristics include

experience, start/end time, cost, hours per week a worker is able to work, and

reputation (Figure 1, col. 2 lines 13-50, col. 2 line 53 to col. 4 line 33, col. 5 lines 45-55,

col. 9 line 25 to col. 10 line 32, and col. 11 line 32 to col. 12 line 38);

(b) creating a project that needs to be performed by a worker, the project having

a corresponding plurality of characteristics such as the activity, experience required,

start/end time, hours per week, a location, and an industry, wherein the activities include

art creation, business modeling, diagramming, flowcharting, software programming,

language translating, writing, proofreading, researching, and/or some other type of

activity such as non-technical jobs like temporary position or full-time employment

(Figure 1, col. 2 lines 11-65, col. 5 lines 10-55, col. 9 line 25 to col. 10 line 32, and col.

11 line 32 to col. 12 line 38);

(c) matching the workers to projects using the corresponding characteristics to

determine groups of matching workers for corresponding projects, wherein the workers

and projects are stored in a database, wherein the characteristics are required elements

that a worker must absolutely fit in order to be matched with the project, and wherein for

example, if there are ten thousand workers and the activity is web artwork, perhaps only

one hundred workers in the system have indicated they are interested in performing

web artwork, therefore 9,900 workers are eliminated at this stage (col. 2 lines 13-50,

col. 2 line 65 to col. 5 line 55, and col. 9 line 25 to col. 12 line 3); and

(d) providing a login web page allowing a worker to identify herself/himself to the

system using an e-mail address and password, wherein the workers and projects are

stored in a database, and wherein the web page displays matches of available projects

for which the worker has corresponding characteristics (Figures 2-8, col. 2 line 65 to col. 5 line 55, col. 7 line 55 to col. 9 line 3, and col. 9 line 25 to col. 12 line 3).

Bukow does not expressly disclose "simultaneously notifying" those employees in the database having the qualification.

Mitsuoka discloses forwarding a job offer notification to all contractors based on whether the contractors' schedule is free, sending out a job offer notification only to contractors who have at least a certain aptitude value necessary for the job, and transmitting a job offer notification to contractors based on the level of difficulty and importance of the job to the appropriate contractors (col. 10 line 1 to col. 12 line 53).

At the time the invention was made, it would have been obvious to one of ordinary skill in the art to include the components of Mitsuoka within the method of Bukow with the motivation of efficiently allowing the matching of projects to workers over the Internet (Bukow; col. 1 lines 5-50) and reducing the level of complication required for negotiating jobs between job providers and multiple contractors (Bukow; col. 1 lines 5-50; Mitsuoka; col. 2 lines 18-46).

(B) As per claim 18, Bukow discloses allowing a worker to view on his/her web page, multiple projects (see Figures 4-5 for two different projects) that match the workers characteristics (Figures 2-8, col. 7 line 55 to col. 8 lines 48).

(C) As per claim 23, Mitsuoka discloses that the communication portion and notification portion for interacting with contractors using HTTP and e-mail (col. 7 line 65 to col. 8

line 10). Further, Mitsuoka discloses that there are many ways to realize such

communication portions and such notification portions (col. 7 line 65 to col. 8 line 10).

It is noted that as per the recitation of "textual message", Mitsuoka discloses job

offer notifications via e-mail which is considered to be a form of "textual message".

The motivation for combining Mitsuoka within Bukow is given above in claim 17,

and incorporated herein.

(D) As per claim 24, Bukow and Mitsuoka are entirely silent as to charging a fee upon

notifying the employee. It is respectfully submitted that charging a fee for using a

system is a means typically employed by Internet web sites for generating revenue, and

the skilled artisan would have found charging a fee an obvious modification to the

method taught collectively by Bukow and Mitsuoka with the motivation of providing a

means for generating revenue for the organization maintaining the system.

(E) As per claim 25, Mitsuoka discloses receiving notification that a job has been

applied for by a contractor, wherein a selection result notification is sent to the

contractor who applied for the job, wherein the notification is sent out directly after the

application by the contractor has been received, wherein other contractors that applied

for the same job are notified that they have not been selected (col. 9 lines 5-55). The

motivation for combining Mitsuoka within Bukow is given above in claim 17, and

incorporated herein.

(F) System claim 26 differs from method claim 17 by reciting hardware elements, namely, namely, a database of employees, a filtering system, and a notification system. As per these elements, Bukow teaches:

(a) a database of workers, the database having information about quantitative characteristics of the worker, wherein the characteristics include experience, start/end time, cost, hours per week a worker is able to work, and reputation (Figure 1, col. 2 lines 13-50, col. 2 line 53 to col. 4 line 33, col. 5 lines 45-55, col. 9 line 25 to col. 10 line 32, and col. 11 line 32 to col. 12 line 38);

(b) a matching program for utilizing a created project that needs to be performed by a worker, the project having a corresponding plurality of characteristics such as the activity, experience required, start/end time, hours per week, a location, and an industry, wherein the activities include art creation, business modeling, diagramming, flowcharting, software programming, language translating, writing, proofreading, researching, and/or some other type of activity such as non-technical jobs like temporary position or full-time employment (Figure 1, col. 2 lines 11-65, col. 5 lines 10-55, col. 9 line 25 to col. 10 line 32, and col. 11 line 32 to col. 12 line 38) and matching the workers to projects using the corresponding characteristics to determine groups of matching workers for corresponding projects, wherein the workers and projects are stored in a database, wherein the characteristics are required elements that a worker must absolutely fit in order to be matched with the project, and wherein for example, if there are ten thousand workers and the activity is web artwork, perhaps only one hundred workers in the system have indicated they are interested in performing web

artwork, therefore 9,900 workers are eliminated at this stage (col. 2 lines 13-50, col. 2 line 65 to col. 5 line 55, and col. 9 line 25 to col. 12 line 3); and

(c) a web interface including a login web page allowing a worker to identify herself/himself to the system using an e-mail address and password, wherein the workers and projects are stored in a database, and wherein the web page displays matches of available projects for which the worker has corresponding characteristics (Figures 2-8, col. 2 line 65 to col. 5 line 55, col. 7 line 55 to col. 9 line 9, and col. 9 line 25 to col. 12 line 3).

Bukow does not expressly disclose "a notification system operable to simultaneously notify" each employee having a corresponding qualification in the database.

Mitsuoka discloses forwarding a job offer notification to all contractors based on whether the contractors' schedule is free, sending out a job offer notification only to contractors who have at least a certain aptitude value necessary for the job, and transmitting a job offer notification to contractors based on the level of difficulty and importance of the job to the appropriate contractors, wherein the communication and notification portions of the job offer notification are performed using email and HTTP and an information transmitter portion as disclosed in Figure 2 (reads on "a notification system") (col. 6 line 23 to col. 7 line 56, col. 10 line 1 to col. 12 line 53).

At the time the invention was made, it would have been obvious to one of ordinary skill in the art to include the components of Mitsuoka within the system of Bukow with the motivation of efficiently allowing the matching of projects to workers

over the Internet (Bukow; col. 1 lines 5-50) and reducing the level of complication

required for negotiating jobs between job providers and multiple contractors (Bukow;

col. 1 lines 5-50; Mitsuoka; col. 2 lines 18-46).

(G) As per claim 27-28, Bukow discloses a server in communication with the database

and client computers in communication with the server over the Internet or a network

(col. 5 lines 45-52, col. 9 lines 4-15, col. 11 lines 32-46).

(H) As per claim 32, Bukow discloses the activities including a type of activity such as

non-technical jobs like temporary position or full-time employment (Figure 1, col. 2 lines

11-65, col. 5 lines 10-55, col. 9 line 25 to col. 10 line 32, and col. 11 line 32 to col. 12

line 38).

(I) As per claim 37, Bukow discloses a method for matching projects with workers using

a computer database system over the Internet comprising (col. 5 lines 45-53, col. 10

lines 32-64, col. 11 lines 30-35):

(a) providing a database of workers, the database having information about

quantitative characteristics of the worker, wherein the characteristics include

experience, start/end time, cost, hours per week a worker is able to work, and

reputation, wherein the database is in communication with a matching system, wherein

the matching system includes a web interface, wherein the web interface includes a

login web page viewed in a web browser via a client computer (see Figure 2) that allows

a person to identify herself/himself to the system using an email address and password, wherein the web interface allows a worker to view projects that match the workers characteristics (Figures 1-8, col. 2 lines 13-50, col. 2 line 53 to col. 4 line 33, col. 5 lines 45-55, col. 7 line 55 to col. 8 line 48, col. 9 line 1 to col. 10 line 32, and col. 11 line 32 to col. 12 line 38);

(b) creating a project that needs to be performed by a worker, the project having a corresponding plurality of characteristics such as the activity, experience required, start/end time, hours per week, a location, and an industry, wherein the activities include art creation, business modeling, diagramming, flowcharting, software programming, language translating, writing, proofreading, researching, and/or some other type of activity such as non-technical jobs like temporary position or full-time employment (Figure 1, col. 2 lines 11-65, col. 5 lines 10-55, col. 9 line 25 to col. 10 line 32, and col. 11 line 32 to col. 12 line 38) and when creating the project, indicating the number of workers to be matched by specifying the system parameter n, where n = the number matches to display to the web interface for a worker and n ranges from 1 to n (Figure 1, col. 5 line 10 to col. 7 line 55, col. 8 line 49 to col. 12 line 38) (It is noted that in Bukow's method a project creator is able to specify n = 1, thus the highest ranking worker would be found (a form of "preferred employee") (Figure 1, col. 5 line 10 to col. 7 line 55, col. 8 line 49 to col. 12 line 38); and

(c) providing a login web page allowing a worker to identify herself/himself to the system using an e-mail address and password, wherein the workers and projects are stored in a database, and wherein the web page displays matches of available projects

for which the worker has corresponding characteristics (Figures 2-8, col. 2 line 65 to col. 5 line 55, col. 7 line 55 to col. 9 line 3, and col. 9 line 25 to col. 12 line 3).

As per the recitation of "a computer generated message", Bukow does not expressly disclose this feature. However, as discussed in step (c) above, Bukow clearly discloses showing a worker available projects.

Mitsuoka includes receiving notification that a job has been applied for by a contractor, wherein a selection result notification is sent to the contractor who applied for the job by email using the contractor's stored email address, wherein the notification is sent out directly after the application by the contractor has been received, wherein other contractors that applied for the same job are notified that they have not been selected (col. 8 lines 45-63, col. 9 lines 5-55).

At the time the invention was made, it would have been obvious to one of ordinary skill in the art to include the components of Mitsuoka within the method of Bukow with the motivation of efficiently allowing the matching of projects to workers over the Internet (Bukow; col. 1 lines 5-50) and reducing the level of complication required for negotiating jobs between job providers and multiple contractors (Mitsuoka; col. 2 lines 18-46).

(J) Claim 42 repeats the same limitations as claims 17, 37, and 51, and is therefore rejected for the same reasons given for those claims, and incorporated herein.

(K) System claim 44 repeats the subject matter of method claim 37, respectively, as a

set of apparatus elements rather than as a series of steps. As the underlying processes

of claims 37 has been shown to be fully disclosed by the collective teachings of Bukow

and Mitsuoka in the above rejection of claim 37, it is readily apparent that the system

disclosed collectively by Bukow and Mitsuoka includes the apparatus to perform these

functions. As such, these limitations are rejected for the same reasons given above for

method claim 37, and incorporated herein. In addition, as per the system components

of claim 44, see the rejection of claim 26 above.

(L) Claim 49 repeats the same limitations as claims 17, 37, and 51, and is therefore

rejected for the same reasons given for those claims, and incorporated herein.

(M) As per claim 51, Bukow discloses an Internet based method for creating projects

and matching projects with workers using a computer database system comprising (col.

5 lines 45-53, col. 10 lines 32-64, col. 11 lines 30-35):

(a) providing a database of workers, the database having information about

quantitative characteristics of the worker, wherein the characteristics include

experience, start/end time, cost, hours per week a worker is able to work, and

reputation (Figure 1, col. 2 lines 13-50, col. 2 line 53 to col. 4 line 33, col. 5 lines 45-55,

col. 9 line 25 to col. 10 line 32, and col. 11 line 32 to col. 12 line 38);

(b) providing a database of projects that need to be performed by a worker, the

project having a corresponding plurality of characteristics such as the activity,

experience required, start/end time, hours per week, a location, and an industry,

wherein the activities include art creation, business modeling, diagramming,

flowcharting, software programming, language translating, writing, proofreading,

researching, and/or some other type of activity such as non-technical jobs like

temporary position or full-time employment (Figure 1, col. 2 lines 11-65, col. 5 lines 10-

55, col. 9 line 25 to col. 10 line 32, and col. 11 line 32 to col. 12 line 38);

(c) providing a server including a database coupled in communication with the

Internet to a client computer, wherein the client computer is used by a project creator to

create a project via a web site and HTML form, wherein the projects are then stored in

the database on the server (Figures 1-8, col. 2 line 14 to col. 5 line 52, col. 8 line 49 to

col. 9 line 3, col. 9 lines 4-25, col. 11 lines 32-47);

(d) in response to the created project, matching the workers to projects using the

corresponding characteristics to determine groups of matching workers for

corresponding projects, wherein the workers and projects are stored in a database,

wherein the characteristics are required elements that a worker must absolutely fit in

order to be matched with the project, and wherein for example, if there are ten thousand

workers and the activity is web artwork, perhaps only one hundred workers in the

system have indicated they are interested in performing web artwork, therefore 9,900

workers are eliminated at this stage (col. 2 lines 13-50, col. 2 line 65 to col. 5 line 55,

and col. 9 line 25 to col. 12 line 3); and

(e) providing a web interface that includes a login web page viewed in a web

browser via a client computer (see Figure 2) that allows a person to identify

herself/himself to the system using an email address and password, wherein the web

interface allows a worker to view projects that match the workers characteristics

(Figures 1-8, col. 2 lines 13-50, col. 2 line 53 to col. 4 line 33, col. 5 lines 45-55, col. 7

line 55 to col. 8 line 48, col. 9 line 1 to col. 10 line 32, and col. 11 line 32 to col. 12 line

38).

Bukow is silent as to the step of directing a notification to a web page "specified

in the record of at least one employee." However, Bukow discloses using the workers

email address and password to login to a web page to view available projects (col. 7

line 55 to col. 8 line 48) (reads on "directing a notification to a web page").

Mitsuoka includes receiving notification that a job has been applied for by a

contractor, wherein a selection result notification is sent to the contractor who applied

for the job by email using the contractor's stored email address, wherein the notification

is sent out directly after the application by the contractor has been received, wherein

other contractors that applied for the same job are notified that they have not been

selected (col. 8 lines 45-63, col. 9 lines 5-55).

At the time the invention was made, it would have been obvious to one of

ordinary skill in the art to include the components of Mitsuoka within the method of

Bukow with the motivation of efficiently allowing the matching of projects to workers

over the Internet (Bukow; col. 1 lines 5-50) and reducing the level of complication

required for negotiating jobs between job providers and multiple contractors (Mitsuoka;

col. 2 lines 18-46).

(N) Claim 53 repeats the same limitations as claims 17, 37, and 51, and is therefore rejected for the same reasons given for those claims, and incorporated herein.

(O) System claim 58 differs from system claims 26 and 44 by reciting an update system operable to update the information about the positions in real time in response to a change message received from a computer on the network. As per this element, Bukow discloses a website accessed over the Internet, requiring an email address and password to access, where a worker or project creator is able to modify posted projects as well as work interests (reads on "update system") (Figures 2-8, col. 7 line 55 to col. 9 line 15, col. 11 line 33 to col. 12 line 3).

The remainder of claim 58 repeats the same limitations as claims 17, 26, and 44, and is therefore rejected for the same reasons given for those claims, and incorporated herein.

(P) Claim 59 repeats the same limitations as those addressed in the rejection of claim 58. Therefore, claim 59 is rejected for the same reasons given for claim 58, and incorporated herein.

6.   Claims 30-31, 36, 40, 43, 48, and 50 are rejected under 35 U.S.C. 103(a) as being unpatentable over Bukow (6,567,784) and Mitsuoka et al. (6,446,914) as applied to claim 26, 37, and 44, and further in view of Thompson et al. (6,334,133).

(A) As per claims 30-31, 41, 43, 48, and 50, the teachings of Bukow and Mitsuoka and

the motivation for their combination are given above, and incorporated herein.

Bukow and Mitsuoka fail to expressly disclose a training system operable to

provide instructions to an employee at a remote computer coupled with the database

and an employee being a substitute teacher.

Thompson discloses the server relaying instructions from the organization or

messages from the absent worker to the substitute at a remote computer and interface,

including summary substitute assignment reports, instructions, and course information

(Fig. 12, col. 4 lines 65 to col. 5 line 4, col. 6 lines 1-45, col. 7 lines 19-54, col. 8 lines

15-63, and col. 10 lines 8-20). In addition, Thompson discloses the central server

automatically generating a list of one or more substitute workers (reads on "temporary

worker) for each absent worker in response to information representing absent workers,

and wherein the worker can also be a teacher and the substitute worker is a substitute

teacher (Fig. 12, col. 1 lines 44-60, col. 2 line 51 to col. 3 line 5, col. 6 lines 24-39, col. 8

lines 15 to col. 10 line 7 and col. 12 lines 1-13).

At the time the invention was made, it would have been obvious to include the

features of Thompson within the system and method taught collectively by Bukow and

Mitsuoka with the motivation of reducing the time and effort required to find a substitute

teacher (Thompson; col. 1 line 18 to col. 2 line 67).

(B) As per claim 36, the teachings of Bukow and Mitsuoka and the motivation for their

combination are given above, and incorporated herein.

Bukow and Mitsuoka fail to expressly disclose a prioritizing system operable to set a priority from a set of ordered priorities for each employee such that the notification system notifies first each employee having a first priority. However, Bukow includes rating workers based on the workers characteristics and the projects characteristics (col. 11 line 32 to col. 12 line 39).

Thompson discloses the substitute fulfillment system compiling a list of preferred replacements and a back-up list of acceptable replacements, wherein the compiling step includes the organization identifying qualifications or criteria for selecting an acceptable replacement for a particular worker and then compiling the aforementioned lists by searching for potential replacements with the requisite qualifications in a master list of replacements, wherein the server then contacts the potential replacements (col. 9 lines 40-67).

At the time the invention was made, it would have been obvious to include the features of Thompson within the system taught collectively by Bukow and Mitsuoka with the motivation of allowing parties to match to projects based on quantitative measures thus providing the best worker for a particular project (Bukow; col. 1 lines 10-50).

Response to Arguments

7.   Applicant's arguments with respect to claims 17-18, 23-28, 30-32, 36-37, 41-44, 48-51, and 58-59 have been considered but are moot in view of the new ground(s) of rejection.

Conclusion

8.   The prior art made of record and not relied upon is considered pertinent to

Applicant's disclosure. The cited but not applied prior art teaches electronic automated

information exchange and management system for exchanging job information

(5,832,497), a computerized job search system and method for posting and searching

job openings via a computer network (5,978,768 and 6,370,510), skills database

management system and method (6,266,659), system for providing business

information (6,301,574), a method and system for referral management (6,457,005),

resume storage and retrieval system (6,564,188).

9.   Any inquiry concerning this communication or earlier communications from the

examiner should be directed to Carolyn Bleck whose telephone number is (703) 305-

3981. The Examiner can normally be reached on Monday-Thursday, 8:00am – 5:30pm,

and from 8:30am – 5:00pm on alternate Fridays.

        If attempts to reach the examiner by telephone are unsuccessful, the examiner's

supervisor, Joseph Thomas can be reached at (703) 305-9588.

        Any inquiry of a general nature or relating to the status of this application or

proceeding should be directed to the Receptionist whose telephone number is (703)

306-1113.

10.   **Any response to this action should be mailed to:**

  Commissioner of Patents and Trademarks
  Washington, D.C. 20231

Or faxed to:

  (703) 872-9306 or (703) 872-9326 [Official communications]

  (703) 872-9327 [After Final communications labeled "Box AF"]

  (703) 746-8374 [Informal/ Draft communications, labeled
         "PROPOSED" or "DRAFT"]

Hand-delivered responses should be brought to Crystal Park 5, 2451 Crystal Drive, Arlington, VA, 7th Floor (Receptionist).

CB
November 5, 2003

JOSEPH THOMAS
**SUPERVISORY PATENT EXAMINER
TECHNOLOGY CENTER 3600**